

Message Text

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DEPT PASS CEA FOR O'NEILL; LABOR FOR METCALF; SSA FOR
MALAN; AND TREASURY

E.O. 11652: N/A

TAGS: ELAB, OECD

SUBJECT: WP6 OF THE MANPOWER AND SOCIAL AFFAIRS COMMIT-
TEE ON THE ROLE OF WOMEN IN THE ECONOMY, JULY
15-18

REF: MO/WP6(75)1

SUMMARY. WP6 ON THE ROLE OF WOMEN IN THE ECONOMY MET
JULY 15-18 AND DISCUSSED INEQUITIES TO WOMEN OF SOCIAL
SECURITY AND EDUCATIONAL SYSTEMS, FISCAL LEGISLATION,
AND ECONOMIC RECESSION. WP AGREED TO IDENTIFY SPECIFIC
PROBLEM AREAS, DEVELOP A STATISTICAL DATA BASE, AND TO
RECOMMEND ALTERNATIVE SOLUTIONS. COMMENTING ON RECENT
UN CONFERENCE ON WOMEN, WP CHAIRMAN NOTED THAT OECD WAS
ONLY INTERNATIONAL FORUM WHERE SUCH PROBLEMS COULD BE
DISCUSSED CANDIDLY AND CONSTRUCTIVELY. NO DATE SET
FOR NEXT MEETING. MS. JUNE O'NEILL, CEA, LED US DEL
ADVISED BY JAMES METCALF, DOL, LUCY MALAN, SSA, WALTER
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STROMQUIST, TREASURY AND MARTIN FORRESTER, USOECD.

END SUMMARY.

1. INTRODUCTION BY GASS, DIRECTOR, MANPOWER, SOCIAL AFFAIRS & EDUCATION DIRECTORATE - (AGENDA ITEM 1)

GASS SAID MSAC EXPECTS INTERIM REPORT BY YEAR'S END AND FULL REPORT BEFORE END OF 1976; FUTURE STATUS OF WP COULD BE DISCUSSED ON BASIS OF INTERIM REPORT. GASS INVITED WP TO COMMENT ON MEDIUM-TERM EMPLOYMENT POLICY PAPER (MO(75)22) FOR POSSIBLE INPUT TO MSAC MINISTERIAL MEETING. CHAIRMAN, MS. GELBER SAID THAT OECD WP IS A HOMOGENEOUS GROUP WITH DISTINCT ADVANTAGE OVER RECENT UN MEXICO CONFERENCE IN TERMS OF GROUP'S UNDERSTANDING OF COMMON PROBLEMS AND TERMINOLOGY.

2. PROGRESS REPORT - (AGENDA ITEM 2)

CHAIR NOTED WP'S INTERIM REPORT WAS MORE "ACTION ORIENTED" THAN UN RESOLUTION, AND THAT IT HAD BEEN PRESENTED TO MSAC FOR CONSIDERATION BY MEMBER GOVERNMENTS. CHAIR SAID SECRETARIAT WILL ATTEMPT TO COORDINATE WP'S WORK WITH OTHER PARTS OF ORGANIZATION, BUT THAT AS PRACTICAL MATTER, MEANINGFUL COORDINATION WILL BE DIFFICULT GIVEN FAIRLY RIGID WORK PROGRAMS OF SECRETARIAT STAFF SERVICING OTHER COMMITTEES. CHAIR NOTED THE EXCELLENT RELATIONS ESTABLISHED WITH CERI AND STATED THE KAHN REPORT ON CHILD CARE WILL BE CONSOLIDATED IN LARGER REPORT FOR PRESENTATION AT NEXT WP MEETING. IN RESPONSE TO INVITATION FROM CHAIR TO CONSIDER WP'S MANDATE TO REVIEW ROLE OF WOMEN IN THE ECONOMY, FOLLOWING COMMENTS WERE MADE:

BELGIUM: WOMEN SHOULD HAVE GREATER REPRESENTATION IN ALL NATIONAL AND INTERNATIONAL GOVERNMENTAL AND NON-GOVERNMENTAL ORGANIZATIONS. WOMEN REJECT TOKEN REPRESENTATION. BELGIAN DEL SUBSEQUENTLY ISSUED STATEMENT WHICH WP APPROVED FOR INCLUSION IN INTERIM REPORT;

UK: INTERIM REPORT SHOULD SERVE AS BOTH PROGRESS REPORT AND POLICY GUIDANCE FOR CORRECTIVE ACTION. WP SHOULD LIMIT WORK AND OBJECTIVES TO ISSUES ALREADY IDENTIFIED;
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US: WP SHOULD STUDY DISCRIMINATORY PROPERTY OWNERSHIP AND CREDIT POLICIES;

CHAIR: WP SHOULD DETERMINE MONEY VALUE FOR WIVES' "HOME SERVICES", BUT ADMITTED TO DIFFICULTIES IN MEASURING PRODUCTIVITY AND DETERMINING WAGE-RATES.

FRANCE: CONCENTRATE ON MACRO-ECONOMIC RATHER THAN INTERPERSONAL RELATIONS. MATRIMONY AND HOME OWNERSHIP ARE SOCIO-PSYCHOLOGICAL CONCERNS BEYOND WP'S MANDATE.

(CHAIR FORCEFULLY DISAGREED, NOTING THAT ACCESS TO CREDIT IN CAPITALIST WORLD IS FUNDAMENTAL TO EQUALITY OF OPPORTUNITY.)

3. TRADE UNION ADVISORY COMMITTEE

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CHAIR MADE FOLLOWING COMMENTS ON EARLIER MEETING WITH TUAC: UNION CONTRACTS STIPULATE DIFFERENTIAL PAY-SCALES FOR WOMEN; UNIONS SIMPLY REFLECT SOCIETY'S VALUES (MALE CHAUVINISM); TUAC STATED THAT TRADE UNION EFFORTS ARE UNDERWAY TO CHANGE THESE VALUES, AND AGREED THAT MINORITY GROUPS, YOUTH AND WOMEN ARE MOST AFFECTED BY HIGH UNEMPLOYMENT. CHAIR STATED THAT BUSINESS AND INDUSTRY ADVISORY COMMITTEE (BIAC) FAVORS EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION, AND WILL SUBMIT WRITTEN COMMENTS ON THE INTERIM REPORT.

4. SOCIAL SECURITY AND FISCAL LEGISLATION -
(AGENDA ITEM 6)

WP CONSULTANT A. MAYNARD GAVE OVERVIEW OF HIS DRAFT (MO/WP6(75)5) AND SUGGESTED THAT SOCIAL SECURITY SYSTEMS COULD BE REPLACED BY MIX OF INCOME MAINTENANCE SCHEMES (NEGATIVE INCOME TAX, GUARANTEED ANNUAL WAGE). HE ADDED THAT GOVERNMENTAL POLICY IN PROVISION OF CHILD CARE CENTERS AND MATERNITY BENEFITS COULD HAVE SIGNIFICANT IMPACT ON WOMEN'S PARTICIPATION RATES. BOTH THE UNCLASSIFIED

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PAPER AND MAYNARD'S ORAL PRESENTATION PROVOKED A WIDE-RANGING DEBATE ALONG FOLLOWING MAIN LINES: PAPER DID NOT ADEQUATELY TREAT CONTENTIOUS BENEFIT-DETERMINING DEPENDENCY ISSUE; PAPER TOO BROAD IN SCOPE; INADEQUATELY AND ERRONEOUSLY DEALT WITH US SOCIAL SECURITY SYSTEM (US DEL DISTRIBUTED BRIEF CLARIFYING PAPERS AND PROPOSED ESTABLISHMENT OF SMALL EXPERTS GROUP TO ANALYZE ISSUES AND PREPARE RECOMMENDATIONS FOR WP CONSIDERATION); DOCUMENT OVEREMPHASIZED ECONOMIC COSTS IN RELATION TO SOCIAL EQUITY; POLITICAL WILL, NOT ECONOMIC CONSIDERATIONS WILL END DISCRIMINATION; MARRIED WOMEN HAVE VESTED INTEREST IN PRESENT SOCIAL SECURITY INSURANCE SCHEMES VIS-A-VIS NEGATIVE INCOME TAX PROPOSED BY MAYNARD; DEPENDENT WOMEN SHOULD HAVE EARNED RIGHTS AS INDIVIDUALS (I.E., PENSIONS, EDUCATIONAL CREDITS) WHILE RAISING CHILDREN. SWEDISH DEL PROUDLY NOTED THAT BOTH MATERNITY BENEFITS AND PAID LEAVE TO ATTEND SICK CHILDREN APPLY TO HUSBAND AND WIFE. NETHERLANDS DEL AGREED WITH CHAIR THAT DEPENDENCY CONCEPT WAS MAJOR PROBLEM BUT REJECTED NOTION THAT CONCEPT WAS OUTDATED. HE NOTED THAT SOCIAL SECURITY SYSTEMS ASSIGN MALES THE DUTY AND FEMALES THE RIGHT TO WORK AND CONCLUDED THAT "KEY QUESTION IS WHO SHOULD HAVE THE DUTY? SHOULD THE SYSTEM BE USED TO REVERSE TRADITIONAL ROLES?" UK DEL URGED CAUTION IN CHALLENGING DEPENDENCY CONCEPT IN VIEW OF WOMEN'S UNIQUE STATUS WITHIN LABOR FORCE. AS THIS STATUS IS FUNDAMENTALLY DIFFERENT FROM MALES, UK DEL NOTED DEMAND FOR EQUALITY UNDER SOCIAL SECURITY SYSTEM MUST BE CAREFULLY DEFINED.

5. IT WAS GENERALLY AGREED THAT WHILE OECD COULD NOT REFORM SOCIAL SECURITY SYSTEMS, WP COULD IDENTIFY PROBLEMS AND RECOMMEND AND/OR ENDORSE ALTERNATIVE SOLUTIONS (I.E. NEGATIVE INCOME TAX) TO ELIMINATE DISCRIMINATION IN SOCIAL SECURITY SYSTEMS. WP ASKED MAYNARD TO REVISE DRAFT FOCUSING ON SOCIAL SECURITY AS IT SPECIFICALLY AFFECTS WOMEN: OLD AGE PENSIONS, BENEFIT REQUIREMENTS, DISABILITY, UNEMPLOYMENT INSURANCE, ETC. US DEL NOTED ALL CATEGORIES OF WOMEN MUST BE ENCOMPASSED: SINGLE, MARRIED, DIVORCED, ABANDONED AND THOSE INTERMITTENTLY OR PERMANENTLY IN

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OR OUT OF THE LABOR FORCE. SECRETARIAT WILL PREPARE
OUTLINE BASED ON DISCUSSION AND SUBMIT TO MEMBER
COUNTRIES FOR COMMENT; MAYNARD WILL THEN REVISE DRAFT
ON BASIS OF BOTH.

6. STATISTICS (AGENDA ITEM 4)

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CHAIRMAN NOTED THAT ADEQUATE NATIONAL DATA EXISTS;
QUESTION IS HOW CAN DATA BEST BE UTILIZED. US DEL SUG-
GESTED WP FOCUS ON LABOR FORCE PARTICIPATION RATES AND
UNEMPLOYMENT BY SEX AGE, NUMBER OF DEPENDENTS, OCCUPA-
TION AND INDUSTRIAL DISTRIBUTION. US DEL NOTED DOL
CURRENTLY PREPARING A REPORT DUE IN 3 MONTHS BASED ON
INTERNATIONALLY COMPARABLE LABOR FORCE DATA WHICH COULD

BE MADE AVAILABLE TO WP. EUROPEAN ECONOMIC COMMUNITY (EC) REP STATED EC REGULARLY COLLECTS SUCH DATA AND WILL USE SAMPLE SURVEY IN 1975 TO GATHER INFORMATION CONCERNING WAGES BY SEX AND OCCUPATION. WITH MILD IRRITATION UK DEL ASKED "WHAT ARE STATISTICS FOR?" SHE NOTED STATISTICS ARE A TOOL WITH LITTLE POWER AND EXISTED LONG BEFORE POLITICAL WILL DEVELOPED ON BEHALF OF WOMEN'S RIGHTS. SHE AGREED, HOWEVER, THAT NEW DATA MAY BE NEEDED TO SHOW RELATION BETWEEN EDUCATION AND EMPLOYMENT: THE DETERMINANT OF "LIFES' CHANCES." AFTER EXTENDED DEBATE AS TO UTILITY OF STATISTICS AND STATISTICAL HANDBOOK, IT WAS AGREED THAT: (A) SECRETARIAT WILL PREPARE SUMMARY OUTLINE OF EXISTING OECD AND EC DATA, DETERMINE WHERE INFORMATION GAPS EXIST; AND UNCLASSIFIED

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(B) REQUEST ADDITIONAL DATA FROM MEMBER COUNTRIES. WP WILL EXAMINE DATA AT NEXT MEETING AND TRANSMIT SAME TO SMALL GROUP OF STATISTICAL EXPERTS FOR FURTHER ANALYSIS. END PRODUCT OF THIS EXERCISE MAY PROVIDE BASIS FOR POLICY RECOMMENDATIONS.

7. EDUCATION (AGENDA ITEM 5)

US DEL OBSERVED THAT CAREER CHOICE MAY RESULT MORE FROM PSYCHOLOGICAL BARRIERS THAN SOCIETAL OBSTACLES: I.E., FEW WOMEN "THINK" OF BECOMING PLUMBERS. SECRETARIAT INVITED WP TO CONSIDER STRATEGIES FOR INCREASING PARTICIPATION RATES OF WOMEN IN EDUCATION AND POTENTIAL IMPACT ON THE LABOR MARKET. WP CONCLUDED THAT (A) SECRETARIAT UNDERTAKE STUDY OF EQUAL EDUCATIONAL OPPORTUNITIES FOR PROFESSIONAL, RECURRENT, ADULT AND VOCATIONAL EDUCATION AND (B) MSAC, EDUCATION COMMITTEE AND CERI EXAMINE POSSIBILITY OF A STUDY SHOWING RELATIONSHIP BETWEEN WOMEN'S EDUCATIONAL LEVEL AND CAREER PATTERNS.

8. EMPLOYMENT POLICIES IN MEDIUM TERM -(MO(75)22)

(NEW AGENDA ITEM WHICH GASS SUGGESTED WP DISCUSS FOR POSSIBLE INPUT TO MINISTERIAL MEETING.) DEPUTY MSA DIRECTOR DYMOND INTRODUCED SUBJECT STATING THAT PROBLEM OF HIGHER UNEMPLOYMENT RATES FOR WOMEN WILL BE PARTLY RESOLVED WHEN ECONOMY IMPROVES. THIS STATEMENT PROVOKED VERBAL THRASHING BY CHAIRLADY WHO SAID "WE WERE TOLD SAME THING IN MEXICO...WOMEN OF THE WORLD UNITE AND AWAIT ECONOMIC GROWTH TO SOLVE YOUR PROBLEMS". WP UNITED IN CRITICISING PAPER, ALLEGING THAT: IT LACKED IN-DEPTH ANALYSIS; MADE NO POLICY PROPOSALS; PAPER OBVIOUSLY DRAFTED BY MEN IN THAT IT ASSUMED THAT WOMEN

MUST CONTINUE TO BEAR FULL BRUNT OF RECESSION, AND PAPER SYSTEMATICALLY USED TERM "MANPOWER". DYMOND QUICKLY AGREED WITH THRUST OF MOST COMMENTS AND VOLUNTEERED THAT "MANPOWER" COULD BE CHANGED TO, SAY, "ACTIVE POPULATION." HE ALSO SUPPORTED US SUGGESTION THAT MEMBER COUNTRIES REPORT ON STATUS OF WOMEN IN CURRENT SITUATION. (US DEL SUBSEQUENTLY DRAFTED SAMPLE UNCLASSIFIED

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QUESTIONNAIRE ON CURRENT LABOR FORCE PARTICIPATION AND DISTRIBUTED SAME TO DELEGATIONS. RESPONSES WILL BE REVIEWED AT THE NEXT MEETING.)

9. OTHER BUSINESS

A HEATED DEBATE FOLLOWED UK DEL DRAFT OUTLINE FOR A REVIEW OF SOCIAL SECURITY SYSTEMS. AT ISSUE WAS THE CONCEPT OF DEPENDENCY AS A BARRIER TO EQUALITY BETWEEN SEXES WITHIN THOSE SYSTEMS. COMPROMISE WAS EVENTUALLY REACHED AND SECRETARIAT WILL DRAFT NEW TERMS OF REFERENCE, IDENTIFY KEY ISSUES AND FORWARD SAME TO MEMBER COUNTRIES FOR COMMENT.

10. NEXT MEETING

WHILE NO DATE WAS FIXED FOR FALL MEETING, SECRETARIAT INFORMED MISSION OFFICER THAT A MEETING ROOM HAD BEEN REQUESTED FOR OCTOBER 15-17, 1975.
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